



East Fort Bliss, Texas

# ***STRUCTURED SELF DEVELOPMENT***

***“An Institution of Excellence”***

***“Educating Today’s Leaders for Tomorrow!”***



# Agenda

Overview

Numbers

ACT Linkage

SSD Levels

Helpdesk

Questions



- **SSD** is mandatory web-based training that continues throughout a Soldier's career and is
- closely linked to and synchronized with institutional and experiential learning.
- **SSD** will bridge the operational and institutional domains and set conditions for continuous growth. When fully implemented, SSD will improve Army readiness by integrating self-development into a lifelong learning approach.
- **SSD** program links self-development needs to NCO professional development efforts by ensuring that the self-development domain is well defined, meaningful, and synchronized/integrated into the leader development process.
- **SSD** is asynchronous and exists in four levels. It is supported by a robust self-assessment and feedback process, the increased use of advance technology like the Army Career Tracker (ACT), a secure test environment, achievable requirements, and policies that set the conditions for professional growth.
- **SSD** is a centrally managed set of specified content that must be completed within specified career points as a prerequisite for attendance at Warrior Leader Course (WLC), Senior Leader Course (SLC), and Sergeants Major Course (SMC).



## Self-Development Domain

Structured Self-Development <i>Defined/Required</i>	Guided Self-Development <i>Defined but not required</i>	Personal Self-Development <i>Self-initiated</i>
<b>Core Requirements</b> <ul style="list-style-type: none"> <li>• Mandated Tasks not in NCOES</li> <li>• Army/NCO History</li> <li>• Joint Learning Areas</li> </ul>	<b>Educational Development</b> <ul style="list-style-type: none"> <li>• GED</li> <li>• BSEP</li> <li>• Reading Improvement</li> <li>• College Prep</li> </ul> <b>Other</b> <ul style="list-style-type: none"> <li>• GoArmyed</li> <li>• SOCAD</li> <li>• CLEP</li> <li>• DANTES/CLEP</li> <li>• ACES</li> <li>• Army Correspondence Program</li> </ul>	<b>Individual defines the objectives, pace and process</b>

**Growing Competence as a Warrior Leader**

**Increased Breadth & Depth of Knowledge**

**Support The Life Long Learning Strategy by bridging the operational and institutional domains and set conditions for continuous growth**

	Implementation Date	Prerequisite Date
SSDI	1 OCT 10	1 APR 13
SSDIII	19 MAY 11	1 JUN 13
SSDIV	19 MAY 11	1 JUN 13
SSDV	1 JAN 13	1 FEB 15



- ALC-CC in lieu of SSD II
- Internet-based, Interactive Multimedia Instruction
- Vertically and horizontally aligned with NCOES
- Bridges operational and institutional domains
- Up to 15 promotion points for each level
- Soldiers enrolled automatically through HRC

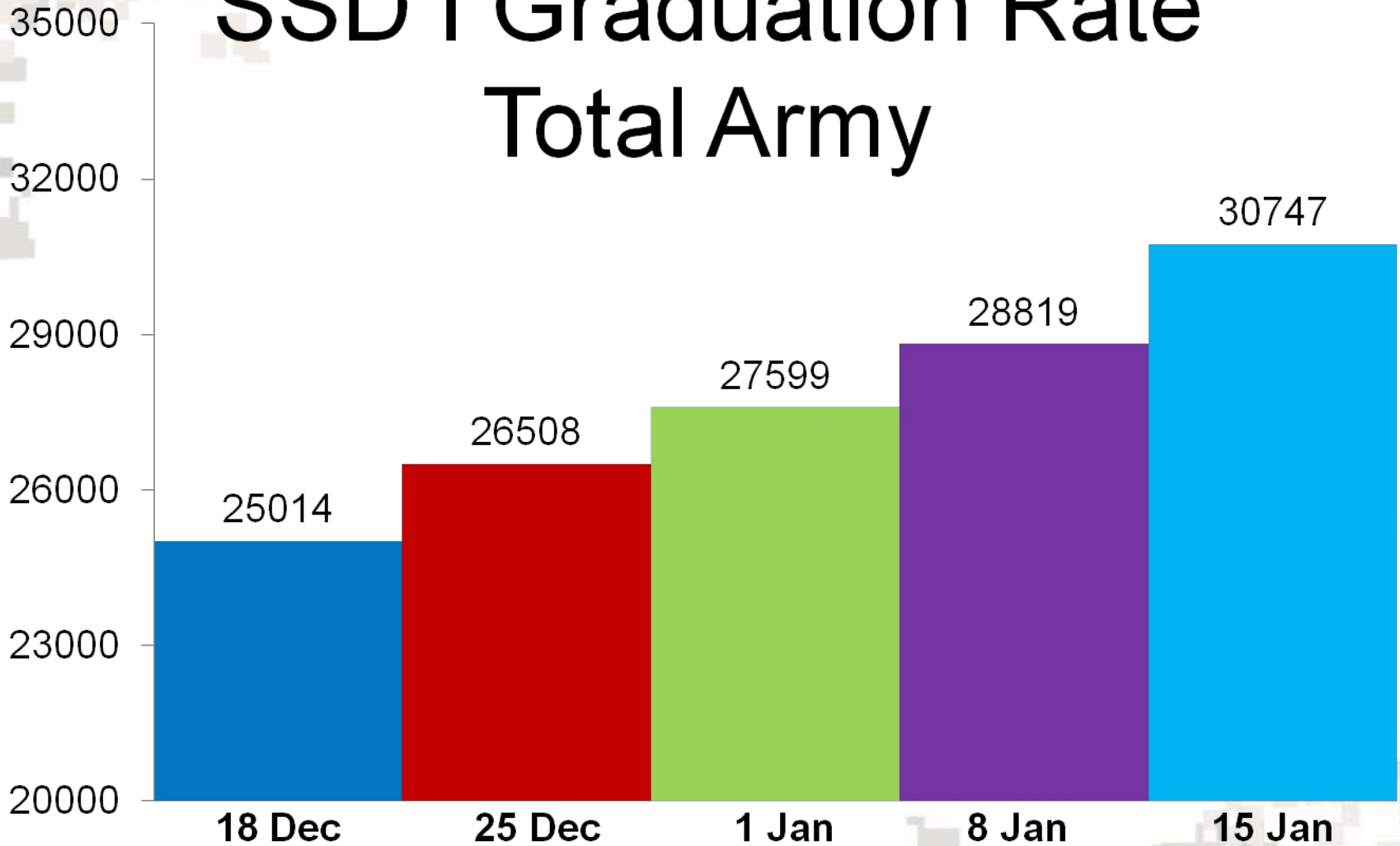




- ATRRS managed self development course, hosted in the Army Learning Management System (ALMS)
- Soldiers are automatically enrolled upon completion of AIT/OSUT, ALC, SLC, SMC
- Modular structure of the course provides lessons, modules, checks on learning and exams
- Self paced course - policy allows Soldiers three years to complete each level of SSD

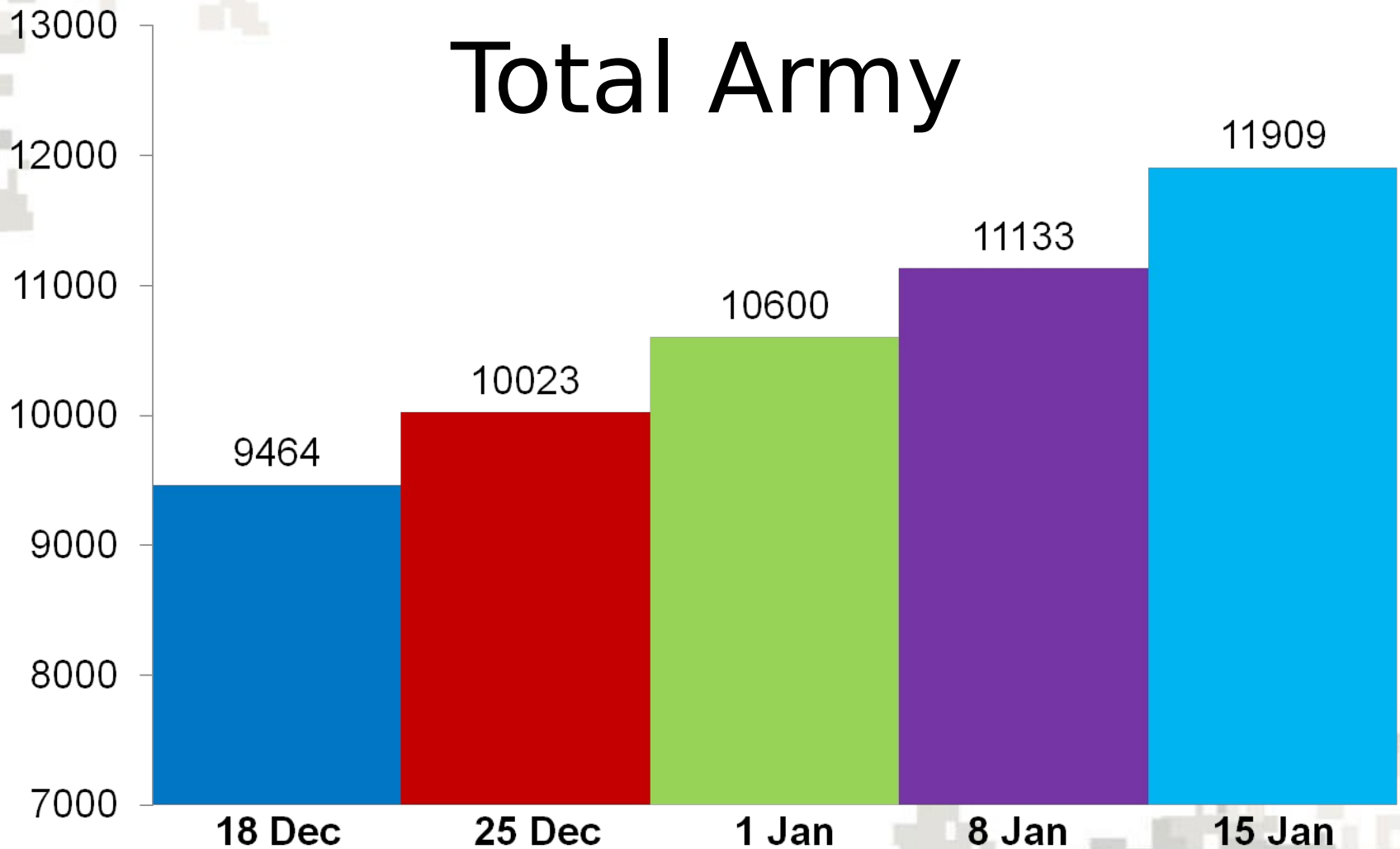


# SSD I Graduation Rate Total Army





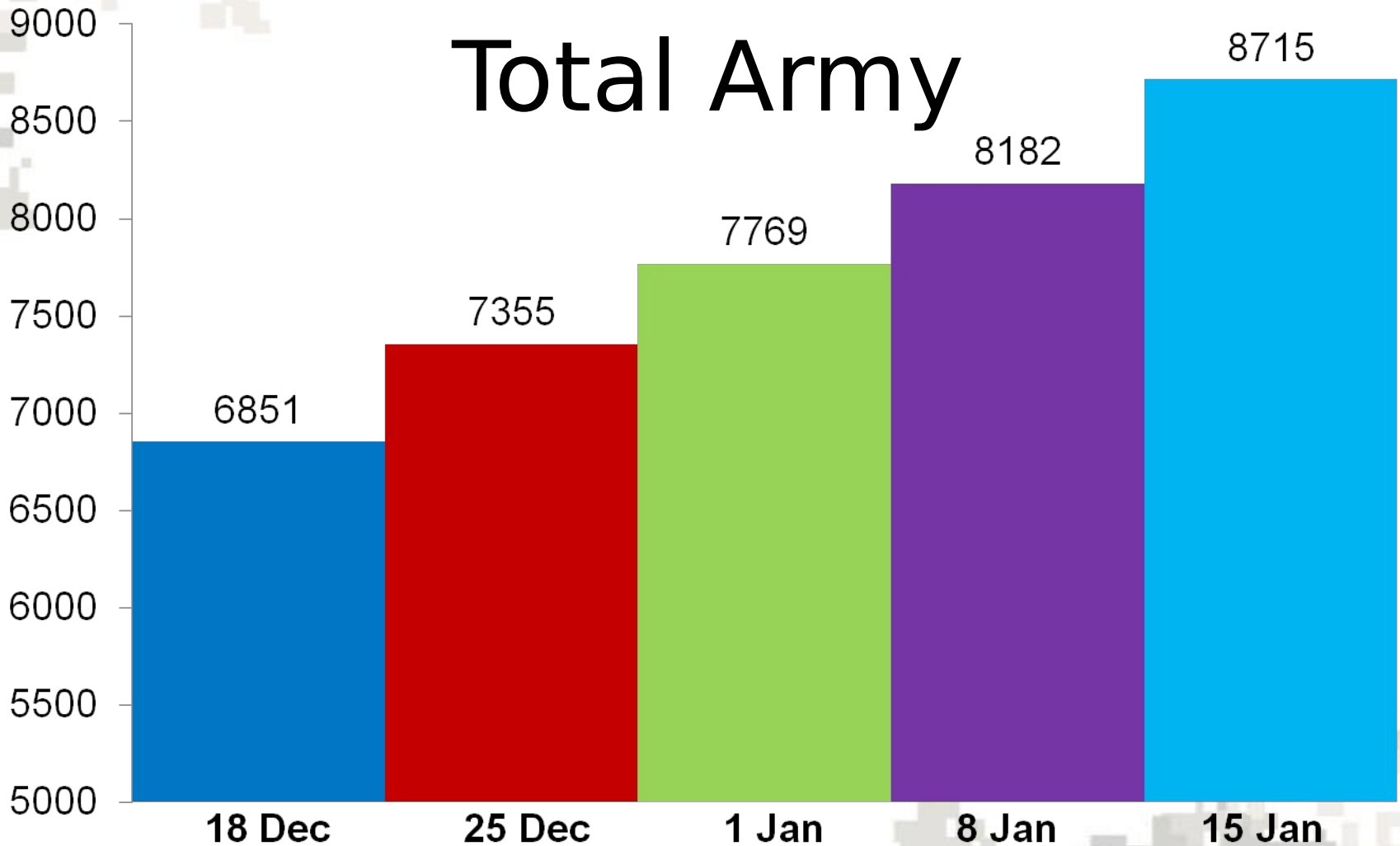
# SSD III Graduation Rate Total Army







# SSD IV Graduation Rate Total Army





# The Army Career Tracker (ACT) and SSD





# Enlisted Leader View

**SOLDIER**

**LEADER**

CAREER RESOURCES

SEARCH

ACT EVALUATION

Home

My Soldier Details

ACT >> LEADER >> Home

**Recommendation Kit**

**Recommendations Sent**  
! Take Leadership Course  
! Career Plans  
UTILITIES EQUIPMENT REPAIRER  
SSD-1  
IDP Discussion  
  
Create New RecommendationView All

**Leader Links**

AKO  
DA PAM 623-3 [pdf]  
Uniform Code of Military Justice (UCMJ)  
Electronic Promotion Worksheet  
DA 4856 - Counseling Form [pdf]  
TRADOC Home Page  
US Army Human Resources Command  
Personnel Electronic Records Management System (IPERMS)  
Assignment Satisfaction Key (ASK)  
College of the American Soldier (CAS)  
Credentialing Opportunities On-Line (COOL)  
GoArmyEd  
Army Learning Management System (ALMS)  
Comprehensive Soldier Fitness (CSF)  
Army Training Requirements and Resources System (ATRRS)

**Leader Dashboard**

Show: Subordinates OnlyExport Soldier Data  
Summary of Subordinates:  

**PME Status**  
0 0 0 SSD5  
0 0 0 SMC  
0 0 0 SSD4  
0 0 0 SLC  
0 0 0 SSD3  
0 0 0 ALC  
0 0 0 ALC-CC  
2 0 0 WLC  
1 1 0 SSD1  
0 1 0 AIT  
View All

**Civilian Education**  
0 PHD  
0 MS  
0 BAS  
1 Assoc  
1 HS Level  
View All

**Professional Goals**  
0 Completed Goals  
12 Pending Goals  
1 Late Goals  
View All

**Re-Enlistment**  
1 More than 24 Months  
2 121 Days - 24 Months  
1 Less than 120 Days  
View All

**GAT**  
1 10-12 Months  
1 Past 12 Months or Never Taken  
View All

**My Soldiers**

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Name	MOS	Rank	BASD	DOR	Duty Position	# of Activities	Late Goals	Type	Component
Anderson , Christopher	88M	PV1	12 Jan 2012	18 Oct 2011	Motor Transport Operator	0	0	Subordinate	ACTIVE ARMY
Robertson , Jennifer	88M	PFC	18 Jan 2011	17 Jan 2012	Motor Transport Operator	3	0	Subordinate	ACTIVE ARMY
Taylor , Daniel	88M	PV2	23 Aug 2011	23 Aug 2011	Motor Transport Operator	9	0	Subordinate	ACTIVE ARMY
Wilson , Richard	88M	SPC	28 May 2008	02 Nov 2010	Motor Transport Operator	1	1	Subordinate	ACTIVE ARMY
Brown , William	88M	SFC	19 Jul 1989	22 Jul 2010	Motor Transport Operator	3	2	Mentee	ACTIVE ARMY
Walker , Kimberly	88M	SPC	28 May 2008	02 Nov 2010	Motor Transport Operator	0	0	Mentee	NATIONAL GUARD -- TPU

Show: 5 | 10 | 20 | 50 | 100 | All itemsJump to page 1 of 1PreviousNext



# Structured Self Development Level I

SSD I tasks are primarily focused at the team and common leader level. SSD I will be completed prior to attending WEC.

- SSD Level I Introduction
- Army Writing Style
- Combat Operations Report
- Composite Risk Management (CRM)
- Detainee Operations
- Fratricide
- MTBI & PTSD
- History of the NCO
- Personnel Recovery
- Self-Directed Learning Principles
- Counterinsurgency (COIN) Principles
- Cultural Effects on Military Operations
- How War and Multiple Deployments Impact Subordinates
- Leadership
- Military Problem Solving Process
- Personal Habits to Increase Health and Fitness
- Troop Leading Procedures
- Supply Activities in a Unit
- Primary Roles and Functions of the Military Services
- Types of Rehearsals
- Preparing a Brief
- The NCO Roles in Recruiting and Retention
- Lean Six Sigma Fundamentals
- Army Ethic
- Task Organize Squad for Mission
- Communicate the History of the U.S. Army
- Identify Financial Readiness Actions
- After Action Review
- Conduct Squad Drill
- Host Nation, Federal, State, and Local
- Environmental Laws and Regulations



# Advanced Leaders Course-Common Core

ALC-CC tasks are primarily focused at the squad and platoon level.

ALC-CC should be completed prior to attending ALC

## Technical Phase

- Enforce the Army's Sexual Assault Prevention and Response Program
- Identify the Warning Signs of a Potential Suicide
- The Army's Equal Opportunity/Sexual Harassment Policies
- Identify what makes an Army Leader-Ethics
- Assist Family Members of the Unit during Emergencies
- the Army Writing Style
- Enforce Environmental Laws and Regulations
- Prepare a "An Institution of Excellence"
- Develop a fitness Program for a Squad / Section
- Plan Training for a Squad
- Cross Cultural Competencies
- Identify Preventive Medicine Measures
- Implement Measures to Reduce Combat Stress in a Squad / Section
- Perform Personnel Recovery
- OPSEC
- Information Awareness
- Every Soldier is a Sensor
- Conduct Causality / KIA Operations (First Aid)
- Supervise Handling of
- Prepare and Maintain Unit Situation Report (SITREP) / Analysis Terrain
- Conduct Small Unit Combat Operations According to the Law of War
- Issue Operations Plans, Combat Orders and Annexes
- Perform Riot Control Functions
- Conduct an Area and Route Reconnaissance
- IEDs - Defeat (supervise Minefield Breaching Operations)
- Conduct a Hasty Attack
- Lead a Squad Urban





# Structured Self Development Level III

SSD III tasks are primarily focused at the platoon and company level.

SSD III will be completed after ALC and prior to SLC.

- **SSD Level III Introduction**
- **Ethical Leadership Decision Making Process at Small Unit Level**
- **Measures to Reduce Combat Stress**
- **The Army Substance Abuse Program (ASAP)**
- **Unit Physical Security Plan**
- **The Army Family Team Building (AFTB) Program**
- **Positive Command Climate**
- **Training for Full Spectrum Operations**
- **Employ Information Operations (IO)**
- **Civil Affair (CA) and Civil Military Operation (CMO)**
- **Supervise a Noncommissioned Officer Development Program (NCOPD)**  
*"An Institution of Excellence"*
- **Unit Deployment Readiness Activities**
- **Leadership Skills**
- **Casualty Assistance Officer (CAO) Duties**
- **Develop a Mentorship Program**
- **Army Systems of Record**
- **Plan a Research Paper**
- **Develop an Essay**
- **Develop a Mission Essential Task List (METL)**
- **Conduct and Prepare Troops for**
- **Media Engagements**
- **Joint Forces Capabilities**
- **Army Forces Generation (ARFORGEN)**
- **The Preventive Medicine Program**
- **Supervising the Setup of Ceremonies**



# Structured Self Development Level IV

SSD IV tasks are primarily focused at the battalion level. SSD IV will be completed after SLC and prior to SMC. USASMA highly recommends that SSD IV be completed prior to assuming duties as a First Sergeant.

- **SSD Level IV Introduction**
  - **Capabilities of the Media/Public Affairs and the Significance of Portraying and Maintaining a Positive Image**
  - **Evaluate the Execution of Ceremonies**
  - **Joint Force (Government and Non Governmental Agencies on the Battlefield Capabilities)**
  - **Evaluate and Manage a Preventive Medicine Program**
  - **Develop a Mission Essential Task List (METL) for a Battalion or Higher Level Headquarters of Excellence**
  - **Describe the Relationship between Interagency Operation and Host Nation Support**
  - **Army Systems of Record**
  - **Create Mentorship Strategies**
  - **Identify and Create Standard Operating Procedures (SOPs)**
  - **Define the Operational Continuum**
  - **METL Development, Training Strategies and ARFORGEN**
  - **Introduction to Negotiations and Mediations**
  - **Synthesize Critical Reasoning Skills to Solve a Problem**
- “Educating Today’s Leaders for Tomorrow!”*



# Structured Self Development Level V

**SSD V tasks prepare Soldiers for Nominative and Joint Staff assignments.**

**SSD V will be completed after SMC for Nominative and Joint Staff assignments**

- **Strategic Level Introduction**
- **The Civilian Hiring Process**
- **Special Senior Enlisted Positions**
- **DA Civilians Professional Development Program**
- **The Human Dimension of Leadership**
- **Joint Leadership Issues**
- **Analyze the Strategic Level Leadership**
- **Conflict Management Resolution**
- **Describe Protocol and Etiquette at the Strategic Level**
- **Manage Information In Operation Centers**
- **Apply Senior Leader Media Skills**
- **Analyze JSOTF/CJSOTF from Different Areas of Operations**
- **The Operational Environment**
- **The Joint Targeting Process**
- **Information Operations (IO) Campaigns**
- **Nation Building through Stability Operations**
- **Describe the Stewardship of RM Program to the Commander**
- **Formulate MTOE/TDA**
- **Funding Joint Operations**
- **Negotiate Support Agreements with Foreign Governments**
- **Recommend Input on Civil Affairs/Civil Military Operations**



# Demonstration



# Helpdesk Information

- ATHD and ALMS are a Tier I helpdesk that receives the initial ticket from a Soldier and forwards it to the NCOES Domain Support (SSD Helpdesk)
  - ATHD Phone Contact: (800) 275-2872, option 4
  - ALMS Phone Contact: (877) 251-0730
  - On-line Contact: Both ATHD and ALMS can be contacted from the following website  
<https://athd.army.mil>





# QUESTIONS?

